



EMPLOYMENT TRIBUNALS

Claimant: Michael Coyle

Respondent: Orchard Children Homes Limited

Heard at: Nottingham **On:** 9 to 13 June 2025

Before: Employment Judge McTigue
Mr R Jones
Ms H Andrews

Representation

Claimant: In person

Respondent: Ms V Hall, Litigation Consultant

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of automatic unfair dismissal for making a protected disclosure is not well-founded and is dismissed.
2. The complaint of being subjected to a detriment for making a protected disclosure is not well-founded and is dismissed.

Approved by:

Employment Judge McTigue

13 June 2025

Sent to the parties on

...24 June 2025.....

For the Employment Tribunal

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Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/